

## DIVISION OF LABOR STANDARDS

### Minimum Wage

The minimum wage for all workers 16 years of age and older:

9/1/00	1/1/04
\$6.15 per hour	\$6.75 per hour

### Exceptions

- 1.) Full-time students under 19 years of age working in nonprofit religious, educational, librarial, or community service organizations:

9/1/00	1/1/04
\$5.535 per hour	\$6.08 per hour
(90% of applicable minimum)	(90% of applicable minimum)

- 2.) 14 and 15 year olds who do not work more than 24 hours in a week. (For any week in which a 14 or 15 year old works more than 24 hours the higher applicable minimum rate must be paid for all hours worked in that week.)

9/1/00	1/1/04
\$4.6125 per hour	\$5.06 per hour
(75% of applicable minimum)	(75% of applicable minimum)

- 3.) Workers employed in: domestic service in or about a private home, Federal service, voluntary service in educational, charitable, religious or nonprofit organizations where employer/employee relationships do not exist, newspaper carriers on home delivery, shoe shine persons, caddies on golf courses, ushers in theaters, traveling or outside sales occupations.

Also: Service performed by an individual employed by son or daughter, or minor child employed by parent. Occupations in resort establishments serving meals to the general public that are not open more than six (6) months during the year-between May 1 and October 1 only - and any individual employed by an organized camp having a structured program including but not limited to recreation, education and religion, or any combination thereof. Such an individual must not be employed by the organization on an annual full-time basis and such a camp must not operate for more than seven (7) months in any calendar year. This exemption does not apply to employees of trailer camps. (G.L.28-12)

### Overtime

All employees must be paid time and one-half the worker's regular rate for all hours in excess of forty (40) in one week. Workers paid bi-weekly must be compensated at time and one-half the employee's regular rate for all hours worked beyond forty (40) in any one workweek.

Provided, however, in any workweek in which an employee of a retail business is employed on a Sunday and/or holiday at a rate of one and one-half (1 1/2) times the regular rate at which he or she is employed as provided in Section 5-23-2 the hours worked on such Sunday and/or holiday shall be excluded from the calculation of overtime pay as required by this section.

### Exceptions of Overtime

28-12-4.3. Exemptions - (a) The provisions of section 28-12-4.1 and 28-12-4.2 above shall not apply to the following employees:

- 1) Any employee of a summer camp when it is open no more than six (6) months of the year.
- 2) Police Officers, Firefighters, and rescue service personnel employed by the cities and towns.
- 3) Employees of the state or political subdivision of the state may elect through a collective bargaining agreement, memorandum of understanding or any other agreement between the employer and representatives of the employees, or if the employees are not represented by an exclusive bargaining agent, through an